

WOMEN WANTED: GROWING THE GENDER BALANCE INITIATIVE



March 2015

Gender balance law in Iowa

- State level: has been required since 1987
- In 2009, extended to county & city boards and commissions (effective Jan. 1, 2012)

Iowa Code section 69.16A

“Gender balance”

2009 legislation added subsection 2. The statute now reads:

1. All appointive boards, commissions, committees, and councils of the state established by the Code, if not otherwise provided by law, shall be gender balanced. No person shall be appointed or reappointed to any board, commission, committee, or council established by the Code if that appointment or reappointment would cause the number of members of the board, commission, committee, or council of one gender to be greater than one-half the membership of the board, commission, committee, or council plus one if the board, commission, committee, or council is composed of an odd number of members. If the board, commission, committee, or council is composed of an even number of members, not more than one-half of the membership shall be of one gender. If there are multiple appointing authorities for a board, commission, committee, or council, they shall consult each other to avoid a violation of this section.

2. All appointive boards, commissions, committees, and councils of a political subdivision of the state that are established by the Code, if not otherwise provided by law, shall be gender balanced as provided by subsection 1 unless the political subdivision has made a good faith effort to appoint a qualified person to fill a vacancy on a board, commission, committee, or council in compliance with subsection 1 for a period of three months but has been unable to make a compliant appointment. In complying with the requirements of this subsection, political subdivisions shall utilize a fair and unbiased method of selecting the best qualified applicants. This subsection shall not prohibit an individual whose term expires prior to January 1, 2012, from being reappointed even though the reappointment continues an inequity in gender balance.

Iowa: the general picture

Since the addition to the law, are the boards and commissions in Iowa's counties and cities gender balanced?

Percentage of total seats held by women:

- ★ 20% or less
- ★ 21-35%
- ★ 36-49%
- ★ 50% & up

A map of Iowa divided into counties. Each county contains a star of a different color (blue, green, yellow, pink, or orange) representing a political affiliation. A large blue arrow points down from the top center of the map to the center. A red circle highlights the central counties, including Boone, Story, Dallas, Polk, Jasper, and Marshall.

Source: Gender Balance Project: County Boards – March 2014 Data Summary, Carrie Chapman Catt Center for Women in Politics & Friends of the Iowa Commission on the Status of Women

Gender balance in Iowa's counties: The *good* news

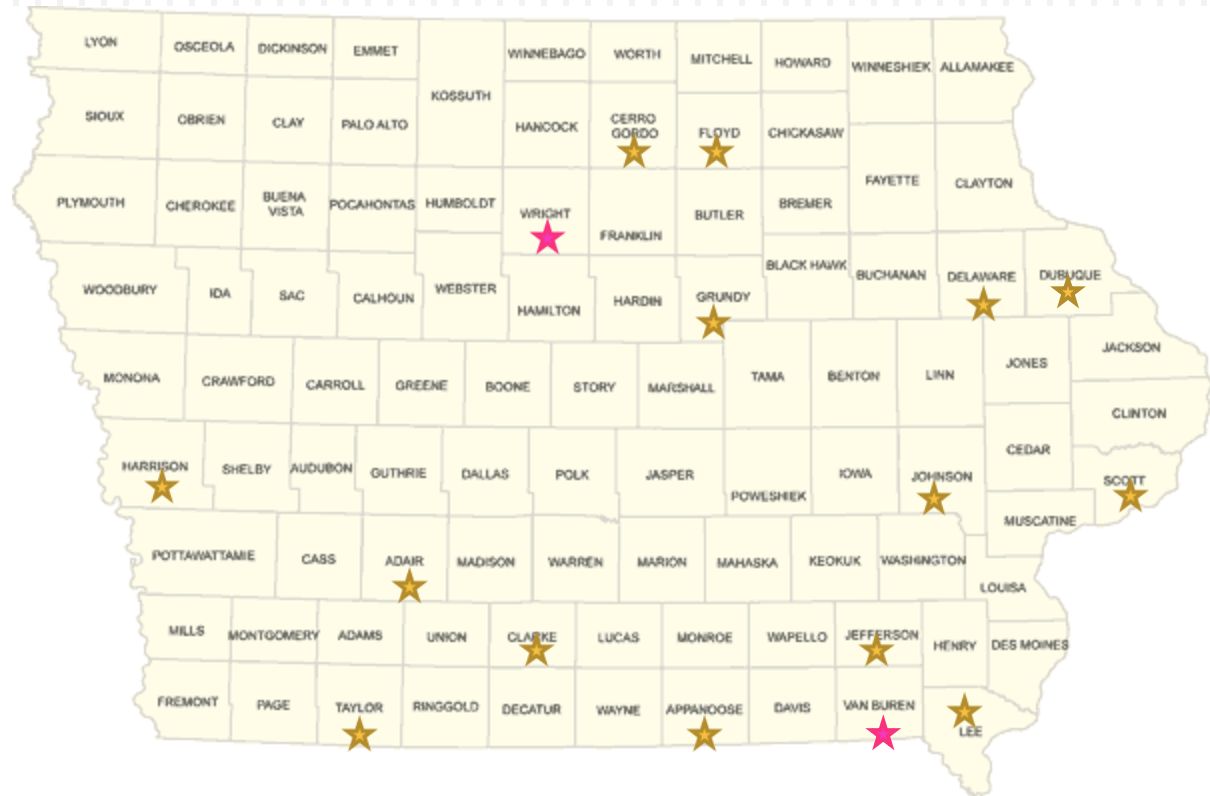
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Gender balance in Iowa's counties:

The *bad* news

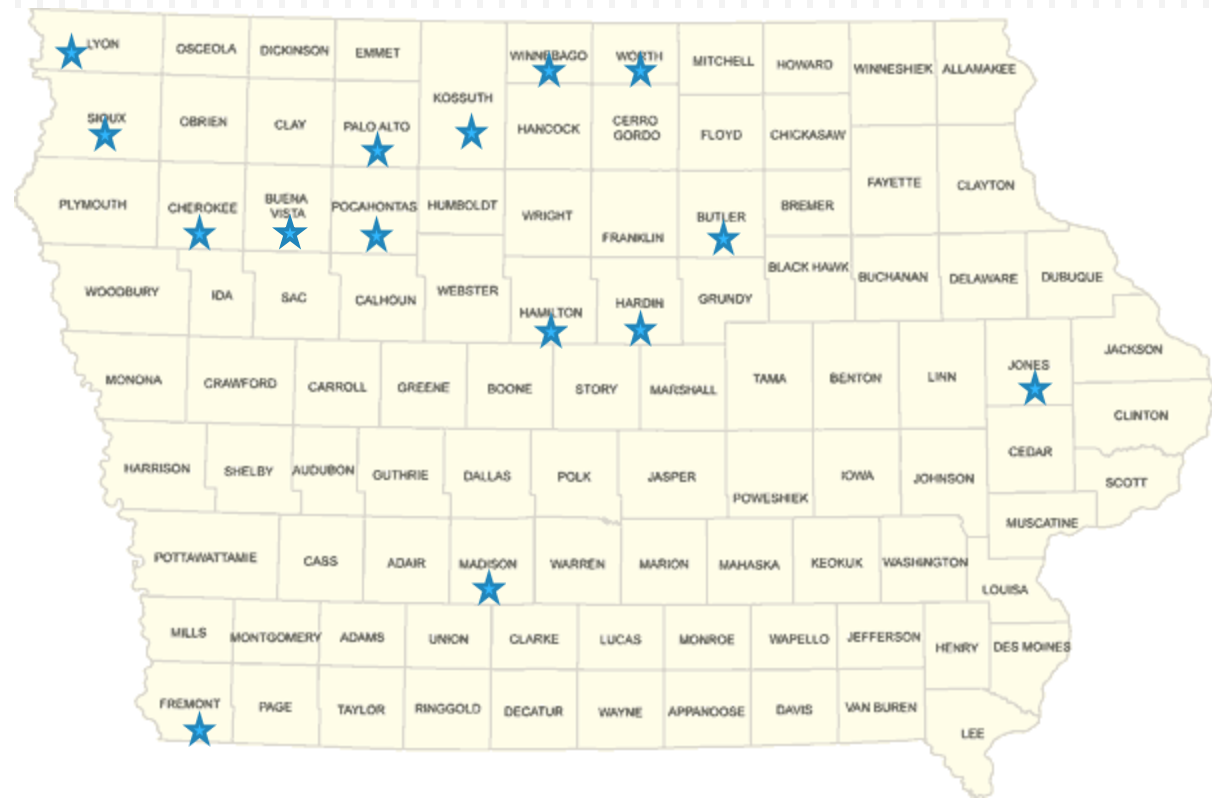
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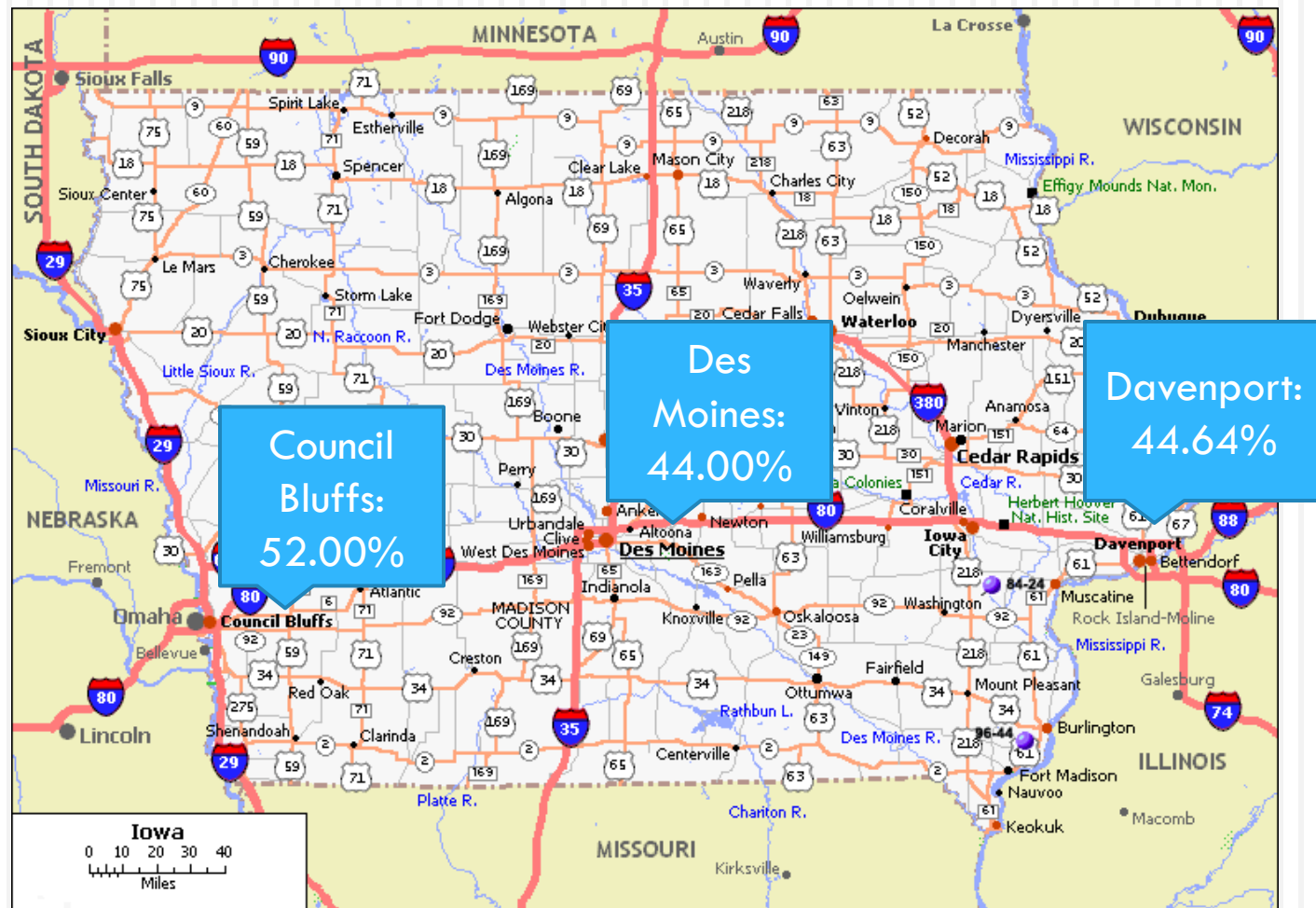
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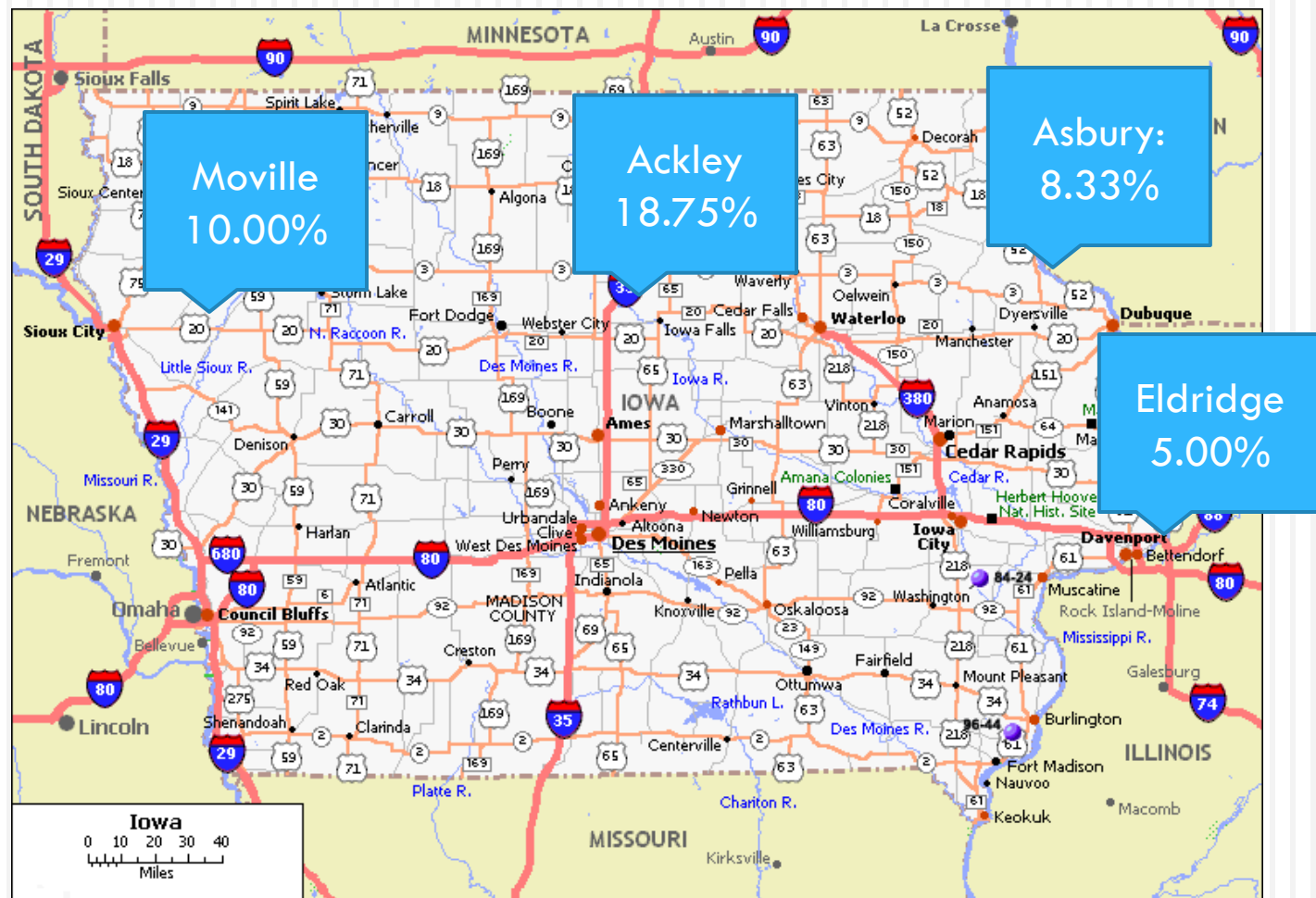
Source: Gender Balance Project: County Boards – March 2014 Data Summary, Carrie Chapman Catt Center for Women in Politics & Friends of the Iowa Commission on the Status of Women

Gender balance in Iowa's cities



Source: Gender Balance Project: Municipal Boards April 2014 Data Summary, Carrie Chapman Catt Center for Women in Politics & Friends of the Iowa Commission on the Status of Women

Gender balance in Iowa's cities



Source: Gender Balance Project: Municipal Boards April 2014 Data Summary, Carrie Chapman Catt Center for Women in Politics & Friends of the Iowa Commission on the Status of Women

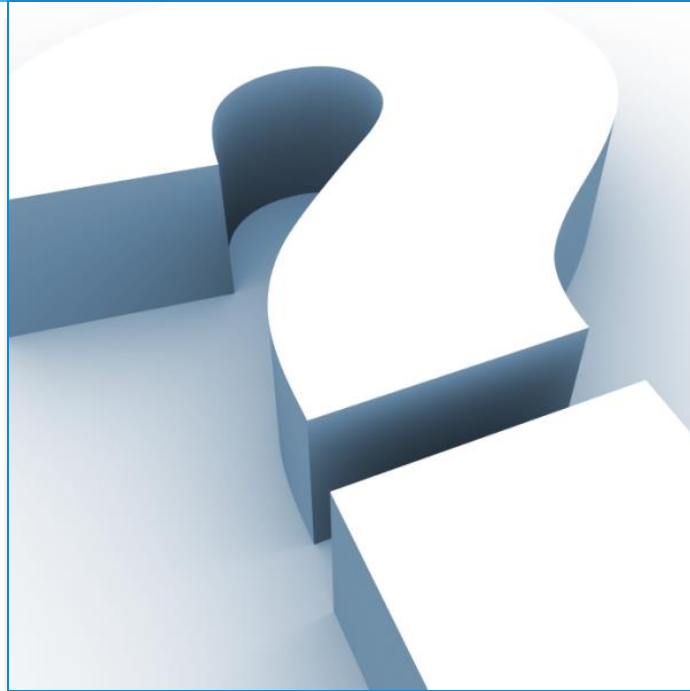
WE NEED YOUR HELP!



Why should I serve?

- You have a voice – share it!
- Meaningful way to participate in civic life
- Share your experience and expertise
- Open up future leadership possibilities:
 - Gain new skills
 - Step out of your comfort zone
 - Use as an opportunity to attain higher leadership positions

How do I start the process?



Step 1: Do the research

Do I really want to serve on a board or commission? If so, which one?

Step 1: Do the research

- Tips for starting the process:
 - ▣ Contact your city/county offices for a list
 - ▣ Review list to find the right fit for your interests
 - ▣ Learn all you can about the purpose of the board/commission of interest
 - ▣ Attend a meeting as a member of the public
 - ▣ Talk to members who currently serve
 - ▣ Contact the Iowa Commission on the Status of Women (women@iowa.gov) or the Friends of the Iowa Commission on the Status of Women (info@friendsoficsw.org)

Step 1: Do the research (cont'd)

- Questions to consider:
 - ▣ Which are related to your area of expertise?
 - ▣ Which have current/upcoming vacancies?
 - ▣ Who is appointing authority?
 - ▣ How many members serve?
 - ▣ What are required qualifications?
 - ▣ What are term limits?
 - ▣ What are the duties?

Step 1: Do the research (cont'd)

- As you speak with members, ask:
 - ▣ How much time is expected?
 - ▣ When/where meetings held?
 - ▣ How is the board/commission structured?
 - ▣ What are priorities of board/commission?
 - ▣ What are current challenges faced by board/commission?

Step 2: Find the right fit

Once you have found a board/commission that interests you, how do you know if it's the right match?

Step 2: Find the right fit

- Once you have found a board/commission of interest, important to figure out if you are good match
- Self-Assessment Exercise

Self-Assessment Exercise

1. Skills and Experience:

Professional

Volunteer

Educational

_____	_____	_____
_____	_____	_____
_____	_____	_____

List your skills acquired through your professional, volunteer, and educational experience:

From these, highlight skills that will directly contribute to your selected board/commission:

2. Honors, awards, and other interests:

From these, highlight honors, awards, and interests that are most relevant to the mission and duties of your selected board/commission:

3. Descriptive qualities:

Analytical

Flexible

Organized

Calm

Goal-Oriented

Reliable

Confident

Innovative

Resourceful

Cooperative

Knowledgeable

Self-Directed

Creative

Leadership

Self-Motivated

Decisive

Well Connected

Team Player

Fair

Logical

Tolerant

Compile your qualities, skills, honors, and experiences that pertain directly to your selected board or commission, especially as relating to the guiding mission and duties. Gathering this information will help you reflect on your qualifications and strengthen your application to the selected board or commission. How will you be an asset?

Step 3: Make connections

Don't have connections? Now is the time to build relationships.

Step 3: Make connections

- Tips that can help your goal of appointment:
 - ▣ Get to know current members
 - ▣ Meet with a representative of appointing authority
 - ▣ Send cover letter if unable to meet
 - ▣ Use your connections – personal & professional

Step 4: Resumes, cover letters & recommendations

How do you apply?

Step 4: Resumes, cover letters & recommendations

- Request for nomination should include:
 - Cover letter
 - Current resume
 - Letters of recommendation (optional)
- Requirements vary
- Check with appointing authority to verify if complete

Step 4: Resumes, cover letters & recommendations (cont'd)

□ **Cover letter**

- Typed, brief, printed on high quality paper
- Organized into 3 parts:
 - 1) Reasons for applying; indicate specific interest
 - 2) If request is general, express interest in serving to address certain issues
 - 3) Indicate qualifications

Step 4: Resumes, cover letters & recommendations (cont'd)

□ **Resume:**

- May differ from traditional resume for job
- May highlight:
 - Political affiliations
 - Knowledge of the community
 - Political campaign experience
 - Experiences that directly relate to mission/goals

Step 4: Resumes, cover letters & recommendations (cont'd)

□ **Resume (cont'd):**

□ **Include:**

- Contact information (name, address, email, phone, etc.)
- Objective statement (name appointment you want; goals)
- Qualifications (professional, educational, volunteer)
- Experiences (tailor to maintain relevancy)
- References (if none, state, “References furnished upon request”)

Step 4: Resumes, cover letters & recommendations (cont'd)

□ **Letters of Recommendation:**

- Not always required
- May be a good idea to include
- Consider asking:
 - Experts affiliated with board/commission
 - Those who have influence with appointing authority

Step 5: Nomination, confirmation & appointment

What's the process?

Step 5: Nomination, confirmation & appointment

- Appointment process is two steps:
 - ▣ Nomination by appointing authority
 - ▣ Confirmation through a separate body
- Find out who is in control of each step of process

Step 5: Nomination, confirmation & appointment (cont'd)

- Nomination by appointing authority
 - ▣ Expect to be notified if name will be put forward for nomination
 - ▣ May be asked to fill out an Application for Appointment

Step 5: Nomination, confirmation & appointment (cont'd)

- Confirmation through a separate body
 - Not always the case
 - After submitting nomination materials:
 - Contact members of body who confirm nominations (phone call is best)
 - Expect to be interviewed when calling
 - Ask friends/colleagues to put in a good word for you

Step 5: Nomination, confirmation & appointment (cont'd)

□ Appointment

- May be long time between nomination and confirmation
- To learn about status:
 - Check newspaper
 - Contact city/county office
 - Wait for papers in the mail (will likely be notified in writing)

Interested in serving?

- It's easy!
- Sign up for the Friends of the Iowa Commission on the Status of Women's talent bank database

<http://www.friendsoficsw.org/>



Iowa's Newest Gender Balance Law:

Achieving gender equity on local boards and commissions



Download a copy of our [Gender Balance Brochure here.](#)

IOWA STATE UNIVERSITY
Carrie Chapman Catt Center
for Women and Politics

Download copies of the research summaries of the counties and cities in Iowa that have responded to requests for information on the gender composition of their board and commissions.

[COUNTIES AS OF AUGUST, 2013 \(95 counties reported\)](#)

[CITIES AS OF AUGUST, 2013 \(178 cities reported\)](#)

These summaries are preliminary views of the data received as part of the Gender Balance Project, a research partnership between the Carrie Chapman Catt Center for Women and Politics at Iowa State University

Talent Bank



When a 1984 Iowa law requiring gender equity on state government's appointive boards and commissions went into effect, women occupied only 14% of the seats at the table. Today, women's voices and experiences are contributing to the state's public policy process; 49% of those volunteer governance slots are filled by women.

Now, Iowa's counties and cities are charged with bringing gender equity to local decision making.

On January 1, 2012, a new law went into effect that requires "all political subdivisions of the state" to be gender balanced in their appointments to municipal commissions, committees, boards and councils. As Iowa communities work to include qualified women in these decision-making and leadership positions, the Iowa Commission on the Status of Women is connecting local governments with women interested in appointments.



Some municipalities have had no formal application process. Some report difficulty finding local women willing to serve—even though women in Iowa volunteer at significantly higher rates than men.

That's why Friends of ICSW and the Iowa Commission on the Status of Women, champion of the 2009 legislation, is identifying women whose capabilities match local requirements for service. We are assisting local governments in how to fill available seats with female community leaders.

The Friends of ICSW is partnering with the Carrie Chapman Catt Center for Women and Politics at Iowa State University to determine the current status of women on local

Add your information to our database so that your community leaders can consider you for appointment.

Sign Up Now!

Although women make up more than 50% of Iowa's population and outnumber men in 90 of Iowa's 99 counties, historically they've been underrepresented on local boards and commissions, especially those that make economic decisions for communities. Likewise, men are underrepresented on other types of councils, such as library boards and early childhood commissions.

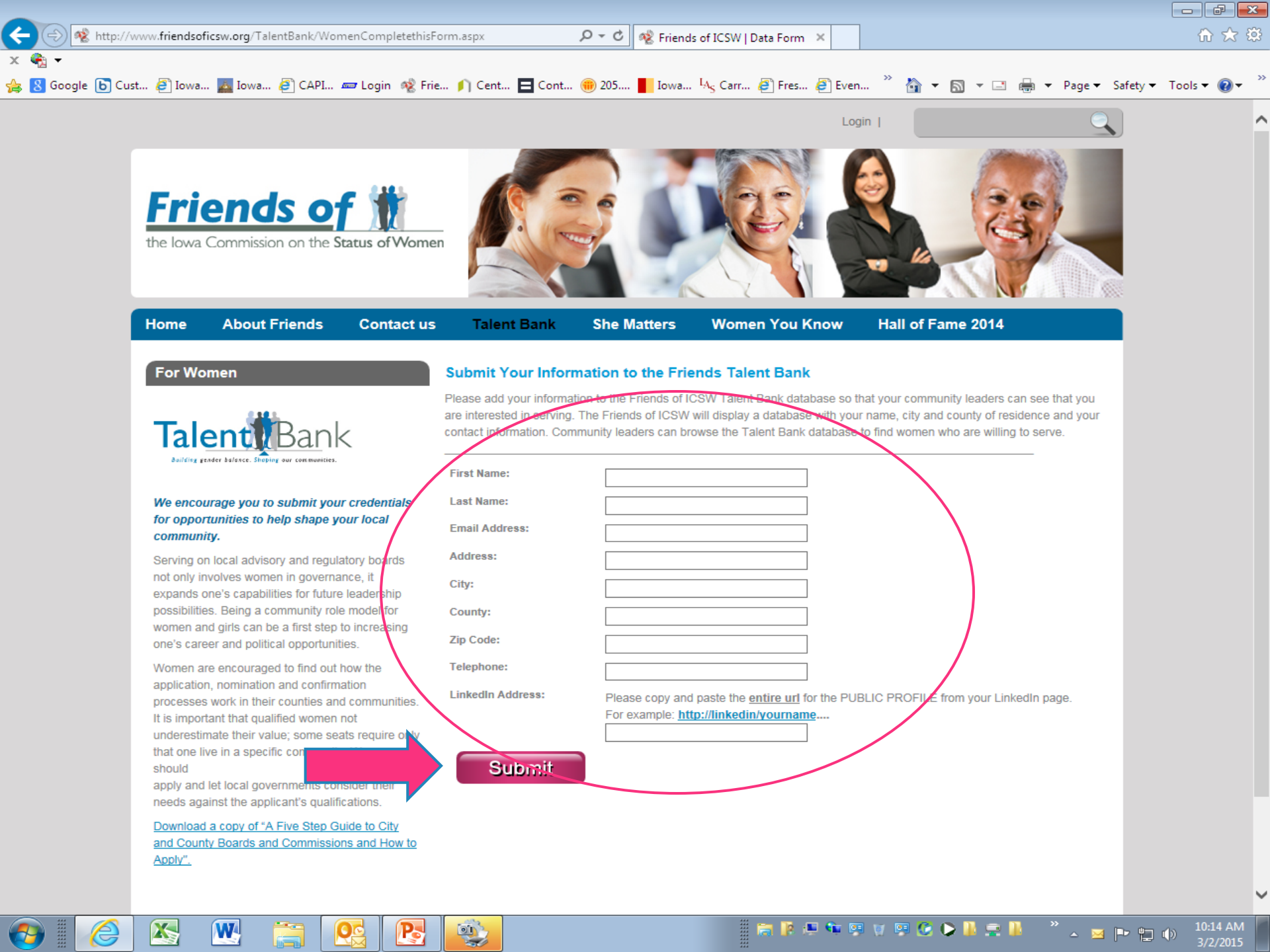
[Info For Local Governments](#)

[Info For Women](#)

[Sign Up Form For Women](#)

[Talent Bank Database](#)





For Women



We encourage you to submit your credentials for opportunities to help shape your local community.

Serving on local advisory and regulatory boards not only involves women in governance, it expands one's capabilities for future leadership possibilities. Being a community role model for women and girls can be a first step to increasing one's career and political opportunities.

Women are encouraged to find out how the application, nomination and confirmation processes work in their counties and communities. It is important that qualified women not underestimate their value; some seats require only that one live in a specific community. Women should apply and let local governments consider their needs against the applicant's qualifications.

[Download a copy of "A Five Step Guide to City and County Boards and Commissions and How to Apply"](#)

Submit Your Information to the Friends Talent Bank

Please add your information to the Friends of ICSW Talent Bank database so that your community leaders can see that you are interested in serving. The Friends of ICSW will display a database with your name, city and county of residence and your contact information. Community leaders can browse the Talent Bank database to find women who are willing to serve.

First Name:

Last Name:

Email Address:

Address:

City:

County:

Zip Code:

Telephone:

LinkedIn Address:

Please copy and paste the entire url for the PUBLIC PROFILE from your LinkedIn page. For example: <http://linkedin/yourname....>

Submit



Women You Know 2014

**Women You Know,
Women You Want to Meet**
*"An uncommonly delightful
fundraiser for the Friends"*

Monday, October 20, 2014
5:30 - 7:30 p.m.

Hosted by Susan Judkins Josten
and Whitney Judkins at
Susan's home in Clive, Iowa

**Thank you to our
sponsors!!**

Helen Adams
Brooke Axiotis
Alicia Claypool
Beth Coonan
Joy Corning
Des Moines Police Department
Michelle Durand-Adams
Betty Grundberg
Rachelle Hunt Russian
Gail Kotval
Andrea McGuire
Charlotte Nelson
Jill Olsen
Sally Pederson
Phyllis Peters

Talent Bank
Building gender balance. Shaping our communities.

We are looking for Women to be role models, leaders, thinkers—ready to use your voice and ideas—ready to shape our local communities through investing your time and matching your capabilities to community boards and commissions in your area. We want you in our growing Talent Bank. [Learn more!](#)

The Friends Board is a great group of dynamic women who are committed to making a difference for women and girls. If that describes you, we'd love to have you join us. There are multiple ways to [get involved](#), so that you can choose the opportunity that best matches your talents and your available time.



Friends' Past President Michelle Durand-Adams was honored in the Iowa Women's Foundation's inaugural issue of *Ovation: A Tribute to Iowa Women and Girls*.



The Friends of ICSW was awarded the President's Volunteer Service award!

**The Martin Luther King, Jr.
Lifetime Achievement Drum
Major for Service**

Gender Balance | Talent Bank

The Friends is helping Iowa communities to comply with the law requiring them to be gender balanced in their appointments to municipal commissions, committees, boards and councils.

As Iowa communities work to include qualified women in these decision-making and leadership positions, the Friends is connecting local governments with women interested in appointments.

- [Info For Local Governments](#)
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Hall of Fame

**2014 Iowa Women's
Hall of Fame Ceremony**
(Free and Open to the Public)



Talent Bank Database

Search

First Name	Last Name	Email Address	City	County	Zip Code	LinkedIn URL
Bethany	Wilcoxon	bethany.wilcoxon@gmail.com	Des Moines	Polk	50312	http://www.linkedin.com/in/bethanywilcoxon
Ashley	Kasper	ashley.d.kasper@gmail.com	Iowa City	Johnson	52246	http://www.linkedin.com/in/ashleykasper
Stephanie	Munsterman-Robinson	s.robinson@cedar-rapids.org	Cedar Rapids	Linn	52402	http://www.linkedin.com/pub/stefanie-munsterman-robinson/10/748/467
Rachel	Keating	rachel.a.keating@faa.gov	West Des Moines	Polk	50265	https://www.linkedin.com/profile/view?id=21065012
Lisa	Runkel	lisakayrunkel@gmail.com	Ankeny	Polk	50023	http://www.linkedin.com/in/lisakayrunkel/
Kathleen	Till Stange	Kathleen.TillStange@FBLFinancial.com	West Des Moines	Polk	50265	http://www.linkedin.com/in/kathleentillstange
Kerry	Vande Kieft	kerryvk@yahoo.com	Urbandale	Polk	50322	http://www.linkedin.com/pub/kerry-vande-kieft/9/576/844
Deb	Gervais	thedebebo@gmail.com	Ankeny	Polk	50023	
Chelsea	Lepley	chelsealepley@gmail.com	Des Moines	Polk	50315	http://www.linkedin.com/in/chelsealepley
Kate	Varcoe	varcoes@mchsi.com	Cedar Rapids	Linn	52402	http://www.linkedin.com/pub/kate-varcoe/5a/63a/95b
Jennifer	Gibson	jgibson@tworiversbank.com	Des Moines	Polk	50310	
Janelle	Melohn	jmelohn@ag.state.ia.us	Nevada	Story	50201	http://www.linkedin.com/profile/view?id=127174025&
Laura	Beebe	lkellenbb@gmail.com	Johnston	Polk	50131	http://www.linkedin.com/pub/laura-beebe/13/141/61a
Kristen	Corey	kristen.corey@iowa.gov	Ankeny	Polk	50023	http://www.linkedin.com/pub/kristen-corey/90/b93/228
Becky	Stadlman	bstadlman@mchsi.com	Ankeny	Polk	50023	https://www.linkedin.com/pub/becky-stadlman/4/592/63a
Sue	Richardson	richarsj3@aol.com	Ottumwa	Wapello	52501	

Questions or need help?

- Kristen Corey, Program Planner

Iowa Commission on the Status of Women

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515-281-4470/800-558-4427

www.women.iowa.gov

- Friends of the Iowa Commission on the Status of Women

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